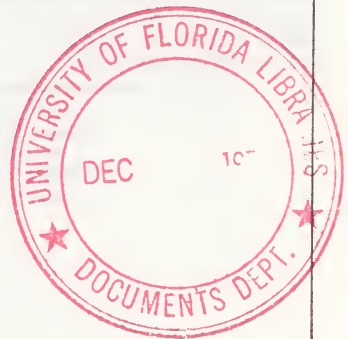


CURRENT SALARY SCHEDULES OF FEDERAL
OFFICERS AND EMPLOYEES TOGETHER WITH
A HISTORY OF SALARY AND RETIREMENT
ANNUITY ADJUSTMENTS

COMMITTEE ON
POST OFFICE AND CIVIL SERVICE
HOUSE OF REPRESENTATIVES



NOVEMBER 20, 1978



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PART I.—CURRENT SALARY RATES GENERAL SCHEDULE

October 1978

Annual rates and steps

Grade	1	2	3	4	5	6	7	8	9	10
GS-1	\$6,561	\$6,780	\$6,999	\$7,218	\$7,437	\$7,656	\$7,875	\$8,094	\$8,313	\$8,532
GS-2	7,422	7,669	7,916	8,163	8,410	8,657	8,904	9,151	9,398	9,645
GS-3	8,356	8,645	8,924	9,203	9,482	9,761	10,040	10,319	10,598	10,877
GS-4	9,391	9,704	10,017	10,330	10,643	10,956	11,269	11,582	11,895	12,208
GS-5	10,507	10,857	11,207	11,557	11,907	12,257	12,607	12,957	13,307	13,657
GS-6	11,712	12,102	12,492	12,882	13,272	13,662	14,052	14,442	14,832	15,222
GS-7	13,014	13,448	13,882	14,316	14,750	15,184	15,618	16,052	16,486	16,920
GS-8	14,414	14,894	15,374	15,854	16,334	16,814	17,294	17,774	18,254	18,734
GS-9	15,920	16,451	16,982	17,513	18,044	18,575	19,106	19,637	20,168	20,699
GS-10	17,532	18,116	18,700	19,284	19,868	20,452	21,036	21,620	22,204	22,788
GS-11	19,263	19,905	20,547	21,189	21,831	22,473	23,115	23,757	24,399	25,041
GS-12	23,087	23,857	24,627	25,397	26,167	26,937	27,707	28,477	29,247	30,017
GS-13	27,453	28,368	29,283	30,198	31,113	32,028	32,943	33,858	34,773	35,688
GS-14	32,442	33,523	34,604	35,685	36,766	37,847	38,928	40,009	41,090	42,171
GS-15	38,160	39,432	40,704	41,976	43,248	44,520	45,792	47,064	48,336	49,608
GS-16	44,756	46,248	47,740	49,232	50,724	52,216	53,708	55,200	56,692	58,184
GS-17	52,429	54,177	55,925	57,673	59,421					
GS-18	61,449									

¹ Basic pay is limited by section 5308 of title 5 of the United States Code to the rate for level V of the Executive Schedule. In addition, pursuant to section 304 of the Legislative Branch Appropriation Act, 1979, funds are not available to pay a salary in this schedule at a rate which exceeds the rate for level V of the Executive Schedule in effect on Sept. 30, 1978, which is \$47,500.

SCHEDULES FOR THE DEPARTMENT OF MEDICINE AND SURGERY OF THE VETERANS' ADMINISTRATION

October 1978

	Minimum	Maximum
SECTION 4103 SCHEDULE		
Chief Medical Director.....	(1)	4 \$68, 909
Deputy Chief Medical Director.....	(1)	3 66, 104
Associate Deputy Chief Medical Director.....	(1)	2 63, 315
Assistant Chief Medical Director.....	(1)	2 61, 449
Medical Director.....	2 \$52, 429	2 59, 421
Director of Nursing Service.....	2 52, 429	2 59, 421
Director of Podiatric Service.....	44, 756	2 56, 692
Director of Chaplain Service.....	44, 756	2 56, 692
Director of Pharmacy Service.....	44, 756	2 56, 692
Director of Dietetic Service.....	44, 756	2 56, 692
Director of Optometric Service.....	44, 756	2 56, 692

PHYSICIAN AND DENTIST SCHEDULE		
Director grade.....	44, 756	2 56, 692
Executive grade.....	41, 327	2 53, 729
Chief grade.....	38, 160	2 49, 608
Senior grade.....	32, 442	42, 171
Intermediate grade.....	27, 453	35, 688
Full grade.....	23, 087	30, 017
Associate grade.....	19, 263	25, 041

NURSE SCHEDULE		
Director grade.....	38, 160	2 49, 608
Assistant Director grade.....	32, 442	42, 171
Chief grade.....	27, 453	35, 688
Senior grade.....	23, 087	30, 017
Intermediate grade.....	19, 263	25, 041
Full grade.....	15, 920	20, 699
Associate grade.....	13, 700	17, 813
Junior grade.....	11, 712	15, 222

¹ Single rate.

² Basic pay is limited by section 4107(d) of title 38 of the United States Code to the rate for level V of the Executive Schedule. In addition, pursuant to section 304 of the Legislative Branch Appropriation Act, 1979, funds are not available to pay a salary for this position or grade at a rate which exceeds the rate for level V of the Executive Schedule in effect on Sept. 30, 1978, which is \$47,500.

³ Basic pay is limited by section 4107(d) of title 38 of the United States Code to the rate for level IV of the Executive Schedule. In addition, pursuant to section 304 of the Legislative Branch Appropriation Act, 1979, funds are not available to pay a salary for this position at a rate which exceeds the rate for level IV of the Executive Schedule in effect on Sept. 30, 1978, which is \$50,000.

⁴ Basic pay is limited by section 4107(d) of title 38 of the United States Code to the rate for level III of the Executive Schedule. In addition, pursuant to section 304 of the Legislative Branch Appropriation Act, 1979, funds are not available to pay a salary for this position at a rate which exceeds the rate for level III of the Executive Schedule in effect on Sept. 30, 1978, which is \$52,500.

FOREIGN SERVICE OFFICERS SCHEDULE

October 1978

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FSO-1-----	1 \$57, 853	1 \$59, 781	1 \$61, 449	1 \$48, 873	1 \$50, 354	1 \$51, 835	1 \$53, 316
FSO-2-----	44, 430	45, 911	47, 392	38, 107	39, 262	40, 417	41, 572
FSO-3-----	34, 642	35, 797	36, 952	30, 198	31, 113	32, 028	32, 943
FSO-4-----	27, 453	28, 368	29, 283	24, 351	25, 089	25, 827	26, 565
FSO-5-----	22, 137	22, 875	23, 613	19, 997	20, 603	21, 209	21, 815
FSO-6-----	18, 179	18, 785	19, 391	16, 743	17, 250	17, 757	18, 264
FSO-7-----	15, 222	15, 729	16, 236	14, 316	14, 750	15, 184	15, 618
FSO-8-----	13, 014	13, 448	13, 882				

¹ Basic pay is limited by section 5308 of title 5 of the United States Code to the rate for level V of the Executive Schedule. In addition, pursuant to section 304 of the Legislative Branch Appropriation Act, 1979, funds are not available to pay a salary in this schedule at a rate which exceeds the rate for level V of the Executive Schedule in effect on Sept. 30, 1978, which is \$47,500.

FOREIGN SERVICE STAFF OFFICERS AND EMPLOYEES SCHEDULE

October 1978

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FSS-1-----	\$34,642	\$35,797	\$36,952	\$38,107	\$39,262	\$40,417	\$41,572	\$42,727	\$43,882	\$45,037
FSS-2-----	27,453	28,368	29,283	30,198	31,113	32,028	32,943	33,859	34,773	35,688
FSS-3-----	22,137	22,875	23,613	24,351	25,089	25,827	26,565	27,303	28,041	28,779
FSS-4-----	18,179	18,785	19,391	19,997	20,603	21,209	21,815	22,421	23,027	23,633
FSS-5-----	16,265	16,807	17,349	17,891	18,433	18,975	19,517	20,059	20,601	21,143
FSS-6-----	14,561	15,046	15,531	16,016	16,501	16,986	17,471	17,956	18,441	18,926
FSS-7-----	13,041	13,476	13,911	14,346	14,781	15,216	15,651	16,086	16,521	16,956
FSS-8-----	11,685	12,075	12,465	12,855	13,245	13,635	14,025	14,415	14,805	15,195
FSS-9-----	10,473	10,822	11,171	11,520	11,869	12,218	12,567	12,916	13,265	13,614
FSS-10-----	9,391	9,704	10,017	10,330	10,643	10,956	11,269	11,582	11,895	12,208

POSTAL SERVICE SALARY SCHEDULES

FULL-TIME EMPLOYEES, EFFECTIVE NOVEMBER 4, 1978

Per annum rates and steps

	1	2	3	4	5	6	7	8	9	10	11	12
PS level:												
1-----	\$12,522	\$12,695	\$12,868	\$13,041	\$13,214	\$13,387	\$13,560	\$13,733	\$13,906	\$14,079	\$14,252	\$14,425
2-----	12,941	13,128	13,315	13,502	13,689	13,876	14,063	14,250	14,437	14,624	14,811	14,998
3-----	13,394	13,596	13,798	14,000	14,202	14,404	14,606	14,808	15,010	15,212	15,414	15,616
4-----	13,884	14,102	14,320	14,538	14,756	14,974	15,192	15,410	15,628	15,846	16,064	16,282
5-----	14,416	14,651	14,886	15,121	15,356	15,591	15,826	16,061	16,296	16,531	16,766	17,001
6-----	14,987	15,242	15,497	15,752	16,007	16,262	16,517	16,772	17,027	17,282	17,537	17,792
7-----	15,606	15,881	16,156	16,431	16,706	16,981	17,256	17,531	17,806	18,081	18,356	18,631
8-----	16,275	16,573	16,871	17,169	17,467	17,765	18,063	18,361	18,659	18,957	19,255	-----
9-----	16,999	17,321	17,643	17,965	18,287	18,609	18,931	19,253	19,575	19,897	-----	-----
10-----	17,761	18,109	18,457	18,805	19,153	19,501	19,849	20,197	20,545	20,893	-----	-----
11-----	18,918	19,304	19,690	20,076	20,462	20,848	21,234	21,620	22,006	22,392	-----	-----

POSTAL MANAGEMENT SALARY STRUCTURE (PMS), EFFECTIVE JULY 15, 1978

PMS grade:	Steps								Step increase
	1	2	3	4	5	6	7	8	
1-----	\$12,241	\$12,639	\$13,037	\$13,435	\$13,833	\$14,231	\$14,629	\$15,027	\$398
2-----	12,268	12,668	13,068	13,468	13,868	14,268	14,668	15,068	400
3-----	12,326	12,729	13,132	13,535	13,938	14,341	14,744	15,147	403
4-----	12,413	12,820	13,227	13,634	14,041	14,448	14,855	15,262	407
5-----	12,527	12,939	13,351	13,763	14,175	14,587	14,999	15,411	412
6-----	12,675	13,094	13,513	13,932	14,351	14,770	15,189	15,608	419
7-----	12,859	13,288	13,717	14,146	14,575	15,004	15,433	15,862	429
8-----	13,075	13,515	13,955	14,395	14,835	15,275	15,715	16,155	440
9-----	13,330	13,785	14,240	14,695	15,150	15,605	16,060	16,515	455
10-----	13,627	14,100	14,573	15,046	15,519	15,992	16,465	16,938	473
11-----	13,970	14,462	14,954	15,446	15,938	16,430	16,922	17,414	492
12-----	14,420	14,923	15,426	15,929	16,432	16,935	17,438	17,941	503
13-----	14,895	15,423	15,951	16,479	17,007	17,535	18,063	18,591	528
14-----	15,481	16,033	16,585	17,137	17,689	18,241	18,793	19,345	552
15-----	16,119	16,704	17,289	17,874	18,459	19,044	19,629	20,214	585
16-----	16,826	17,449	18,072	18,695	19,318	19,941	20,564	21,187	623

POST OFFICE SALARY SCHEDULE—NONCITY DELIVERY, EFFECTIVE JULY 15, 1978

Steps

	1	2	3	4	5	6	7	8
Noncity delivery:								
1-----	\$2, 972	\$3, 081	\$3, 190	3, 299	\$3, 408	\$3, 517	\$3, 626	\$3, 735
2-----	4, 459	4, 622	4, 785	4, 948	5, 111	5, 274	5, 437	5, 600
3-----	5, 945	6, 162	6, 379	6, 596	6, 813	7, 030	7, 247	7, 464
4-----	7, 431	7, 703	7, 975	8, 247	8, 519	8, 791	9, 063	9, 335
5-----	8, 918	9, 244	9, 570	9, 896	10, 222	10, 548	10, 874	11, 200
6-----	10, 404	10, 784	11, 164	11, 544	11, 924	12, 304	12, 684	13, 064
7-----	11, 890	12, 325	12, 760	13, 195	13, 630	14, 065	14, 500	14, 935
12-----	12, 433	12, 889	13, 345	13, 801	14, 257	14, 713	15, 169	15, 625
15-----	14, 504	15, 048	15, 592	16, 136	16, 680	17, 224	17, 768	18, 312
17-----	15, 970	16, 588	17, 206	17, 824	18, 442	19, 060	19, 678	20, 296

POSTAL EXECUTIVE AND ADMINISTRATIVE SALARY STRUCTURE

[Effective Oct. 7, 1978]

EAS grade	Minimum	Midpoint	Maximum
1-----	\$7, 175	\$8, 600	\$10, 000
2-----	7, 575	9, 100	10, 600
3-----	8, 000	9, 600	11, 200
4-----	8, 450	10, 150	11, 800
5-----	8, 900	10, 700	12, 500
6-----	9, 400	11, 300	13, 200
7-----	9, 900	12, 000	14, 000
8-----	10, 500	12, 600	14, 700
9-----	11, 100	13, 300	15, 500
10-----	11, 700	14, 000	16, 400
11-----	12, 400	14, 800	17, 300
12-----	13, 100	15, 600	18, 300
13-----	13, 800	16, 500	19, 300
14-----	14, 500	17, 500	20, 400
15-----	15, 400	18, 400	21, 500
16-----	16, 200	19, 500	22, 700
17-----	17, 100	20, 600	24, 000
18-----	18, 100	21, 700	25, 300
19-----	19, 100	22, 900	26, 700
20-----	20, 200	24, 200	28, 200
21-----	21, 300	25, 600	29, 800
22-----	22, 500	27, 000	31, 500
23-----	23, 700	28, 500	33, 300
24-----	25, 100	30, 100	35, 100
25-----	26, 500	31, 800	37, 100
26-----	28, 000	33, 600	39, 200
27-----	29, 550	35, 500	41, 400
28-----	31, 200	37, 400	43, 700
29-----	33, 000	39, 600	46, 100
30-----	35, 000	41, 250	47, 500
31-----			47, 500
32-----			
33-----			47, 500
34-----			
35-----			
36-----			50, 000
37-----			
38-----			55, 000
39-----			
40-----	57, 500		57, 500
41-----			
42-----	66, 000		66, 000

EXECUTIVE, LEGISLATIVE AND JUDICIAL SALARIES

October 1978

Position	Salary rate in effect Sept. 30, 1978	Rate established Oct. 1, 1978
President of the United States-----	¹ \$200, 000	\$200, 000
Vice President of the United States-----	² 75, 000	⁵ 79, 100
Members of Congress, including the Resident Commissioner from Puerto Rico and the Delegates from the District of Columbia, Guam, and the Virgin Islands.	² 57, 500	⁵ 60, 700
Speaker of the House of Representatives-----	² 75, 000	⁵ 79, 100
President pro tempore of the Senate-----	² 65, 000	⁵ 68, 600
Majority and minority leaders of the Senate and the House of Representatives.	² 65, 000	⁵ 68, 600
Other offices in the legislative branch:		
Comptroller General of the United States--	² 57, 500	⁵ 60, 700
Deputy Comptroller General of the United States.	² 52, 500	⁵ 55, 400
General Counsel of the United States General Accounting Office.	² 50, 000	⁵ 52, 800
Librarian of Congress-----	² 50, 000	⁵ 52, 800
Public Printer-----	² 50, 000	⁵ 52, 800
Architect of the Capitol-----	² 50, 000	⁵ 52, 800
Chief Justice of the United States-----	² 75, 000	⁵ 79, 100
Associate Justices of the Supreme Court-----	² 72, 000	⁵ 76, 000
Judges, Circuit Court of Appeals-----	² 57, 500	⁵ 60, 700
Judges, Court of Claims-----	² 57, 500	⁵ 60, 700
Judges, Court of Customs and Patent Appeals--	² 57, 500	⁵ 60, 700
Judges, Court of Military Appeals-----	² 57, 500	⁵ 60, 700
Judges, district courts-----	² 54, 500	⁵ 57, 500
Judges, customs court-----	² 54, 500	⁵ 57, 500
Judges, Tax Court of the United States-----	² 54, 500	⁵ 57, 500
Other offices in the judicial branch:		
Director, Administrative Office of the U.S. Courts.	² 54, 500	⁵ 57, 500
Deputy Director, Administrative Office of the U.S. Courts.	² 48, 500	⁵ 51, 200
Commissioner, Court of Claims-----	² 48, 500	⁵ 51, 200
Referees in bankruptcy (full time maxi- mum).	² 48, 500	⁵ 51, 200
Offices and positions under the Federal execu- tive salary schedule in subch. II of ch. 53 of of title 5 of the United States Code:		
Level I-----	² 66, 000	⁵ 69, 600
Level II-----	² 57, 500	⁵ 60, 700
Level III-----	² 52, 500	⁵ 55, 400
Level IV-----	² 50, 000	⁵ 52, 800
Level V-----	² 47, 500	⁵ 50, 100
Governors, Board of Governors, U.S. Postal Service.	^{3 4} 10, 000	10, 000

¹ Statutory authority: Public Law 91-1, Jan. 17, 1969, 83 Stat. 3.

² Statutory authority: Public Law 90-206, Dec. 16, 1967, 2 U.S.C. 351.

³ Statutory authority: 39 U.S.C. 202(a).

⁴ Plus \$300 per day for each meeting up to 30 per year.

⁵ Pursuant to the Legislative Branch Appropriation Act, 1979, Public Law 95-391, approved Sept. 30, 1978, funds are not available to pay a salary at a rate which exceeds the rate in effect on Sept. 30, 1978.

PART II.—HISTORY OF SALARY ADJUSTMENTS

THE PRESIDENT

Year	Amount	Statutory authority
1789-----	\$25, 000	Act of Sept. 24, 1789, 1 Stat. 72. Act of Feb. 18, 1793, 1 Stat. 318.
1873-----	50, 000	Act of Mar. 3, 1873, 17 Stat. 486.
1909-----	75, 000	Public Law 60-326, Mar. 4, 1909, 35 Stat. 859.
1949-----	100, 000	Public Law 81-2, Jan. 19, 1949, 63 Stat. 4.
1969-----	200, 000	Public Law 91-1, Jan. 17, 1969, 83 Stat. 3.

THE VICE PRESIDENT

1789-----	\$5, 000	Act of Sept. 24, 1789, 1 Stat. 72. Act of Feb. 18, 1793, 1 Stat. 318.
1853-----	8, 000	Act of Mar. 3, 1853, 10 Stat. 212.
1873-----	10, 000	Act of Mar. 3, 1873, 17 Stat. 486.
1874-----	8, 000	Act of Jan. 20, 1874, 18 Stat. (part 3) 4.
1907-----	12, 000	Sec. 4, Public Law 59-129, Feb. 26, 1907, 34 Stat. 993.
1925-----	15, 000	Sec. 4, Public Law 68-624, Mar. 4, 1925, 43 Stat. 1301.
1946-----	20, 000	Sec. 601, Public Law 79-601, Aug. 2, 1946, 60 Stat. 850.
1949-----	30, 000	Sec. 1, Public Law 81-2, Jan. 19, 1949, 63 Stat. 4.
1955-----	35, 000	Sec. 4, Public Law 84-9, Mar. 2, 1955, 69 Stat. 11.
1964-----	43, 000	Public Law 88-426, Aug. 14, 1964, 78 Stat. 422.
1969-----	62, 500	Public Law 91-67, Sept. 15, 1969, 83 Stat. 107.
1975-----	65, 600	Automatic adjustment, Oct. 1, 1975, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1976-----	¹ 68, 800	Automatic adjustment, Oct. 1, 1976, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1977-----	75, 000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978-----	² 79, 100	Automatic adjustment, Oct. 1, 1978, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.

¹ Payment of salary was limited to \$65,600 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440, approved Oct. 1, 1976.

² Payment of salary limited to \$75,000 pursuant to Legislative Branch Appropriation Act, 1979, Public Law 95-391.

Public Law 81-2, January 19, 1949, 63 Stat. 4, granted the President an annual tax exempt expense allowance of \$50,000, and the Vice President an annual allowance of \$10,000, "to assist in defraying expenses relating to or resulting from the discharge of his official duties." The tax exemption on these allowances was discontinued, effective January 20, 1953, by section 619. Public Law 82-183, the Revenue Act of 1951.

Economy legislation in effect in 1932-35 reduced the Vice President's salary by 15 percent, 10 percent, and 5 percent successively during that period. Full salary was restored on April 1, 1935.

RETIREMENT

Each former President is entitled to receive for the remainder of his life a monetary allowance at a rate per annum which is equal to the annual rate of basic pay of the head of an Executive department (currently \$66,000) (see sec. 6, Public Law 91-658) and the widow of

a President is entitled to receive a pension of \$20,000 per annum if she waives the right to any Federal annuity or pension and does not remarry before age 60 (3 U.S.C. 102, note). Participation in the civil service retirement system (5 U.S.C. 8331-8348) is available to the Vice President on his application.

SPEAKER OF THE HOUSE

Year	Amount	Statutory authority
1789-----	* \$12	Act of Sept. 22, 1789, 1 Stat. 71.
1816-----	3, 000	Act of Mar. 19, 1816, 3 Stat. 257.
1818-----	* 16	Act of Jan. 22, 1818, 3 Stat. 404.
1856-----	6, 000	Act of Aug. 16, 1856, 11 Stat. 48.
1866-----	8, 000	Act of July 28, 1866, 14 Stat. 323.
1873-----	10, 000	Act of Mar. 3, 1873, 17 Stat. 486.
1874-----	8, 000	Act of Jan. 20, 1874, 18 Stat. (part (3) 4.
1907-----	12, 000	Sec. 4, Public Law 59-129, Feb. 26, 1907, 34 Stat. 994.
1925-----	15, 000	Sec. 4, Public Law 68-624, Mar. 4, 1925, 43 Stat. 1301.
1946-----	20, 000	Sec. 601, Public Law 79-601, Aug. 2, 1946, 60 Stat. 850.
1949-----	30, 000	Sec. 1, Public Law 81-2, Jan. 19, 1949, 63 Stat. 481.
1955-----	35, 000	Sec. 4, Public Law 84-9, Mar. 2, 1955, 69 Stat. 11.
1965-----	43, 000	Sec. 204, Public Law 88-426, Aug. 14, 1964, 78 Stat. 415, effective Jan. 3, 1965.
1969-----	62, 500	Public Law 91-67, Sept. 15, 1969, 83 Stat. 107, effective Mar. 1, 1969.
1975-----	65, 600	Automatic adjustment, Oct. 1, 1975, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1976-----	¹ 68, 800	Automatic adjustment, Oct. 1, 1976, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1977-----	75, 000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978-----	² 79, 100	Automatic adjustment, Oct. 1, 1978, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.

* Per day in session.

¹ Payment of salary was limited to \$65,600 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440, approved Oct. 1, 1976.

² Payment of salary limited to \$75,000 pursuant to Legislative Branch Appropriation Act, 1979, Public Law 95-391.

ALLOWANCE

\$10,000 expense allowance (taxable) to assist in defraying expenses relating to official duties (2 U.S.C. 31b).

PRESIDENT PRO TEMPORE OF THE SENATE

Year	Amount	Statutory authority
1969-----	\$42, 500	Same as rate for other Members prior to 1969 except when there is no Vice President, then same rate as for Vice President (2 U.S.C. 32).
1969-----	49, 500	Public Law 91-67, Sept. 15, 1969, 83 Stat. 107, effective Mar. 1, 1969.
1975-----	52, 000	Automatic adjustment, Oct. 1, 1975, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1976-----	¹ 54, 500	Automatic adjustment, Oct. 1, 1976, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1977-----	65, 000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978-----	² 68, 600	Automatic adjustment, Oct. 1, 1978, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.

¹ Payment of salary was limited to \$52,000 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440, approved Oct. 1, 1976.

² Payment of salary limited to \$65,000 pursuant to Legislative Branch Appropriation Act, 1979, Public Law 95-391.

MAJORITY AND MINORITY LEADERS OF HOUSE AND SENATE

Year	Amount	Statutory authority
1965-----	\$30,000	Same as rate for other Members prior to 1965.
1965-----	35,000	Sec. 11(e), Public Law 89-301, Oct. 29, 1965, 79 Stat. 1120, effective Oct. 1, 1965.
1969-----	49,500	Public Law 91-67, Sept. 15, 1969, 83 Stat. 107 effective Mar. 1, 1969-----
1975-----	52,000	Automatic adjustment, Oct. 1, 1975, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1976-----	¹ 54,500	Automatic adjustment, Oct. 1, 1976, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1977-----	65,000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978-----	² 68,600	Automatic adjustment, Oct. 1, 1978, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.

¹ Payment of salary was limited to \$52,000 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440, approved Oct. 1, 1976.

² Payment of salary limited to \$65,000 pursuant to Legislative Branch Appropriation Act, 1979, Public Law, 95-391.

MEMBERS OF CONGRESS¹

Year	Amount	Statutory authority
1856-----	\$3,000	Act of Aug. 16, 1856, 11 Stat. 48.
1857-----	² 250	Act of Dec. 23, 1857, 11 Stat. 367.
1866-----	5,000	Act of July 28, 1866, 14 Stat. 323.
1873-----	7,500	Act of Mar. 3, 1873, 17 Stat. 486.
1874-----	5,000	Act of Jan. 20, 1874, 18 Stat. (part 3) 4.
Mar. 4, 1907----	7,500	Sec. 4, Public Law 59-129, Feb. 26, 1907, 34 Stat. 993.
Mar. 4, 1925-----	10,000	Sec. 4, Public Law 68-624, Mar. 4, 1925, 43 Stat. 1301.
Jan. 3, 1947-----	12,500	Sec. 601(a), Public Law 79-601, act of Aug. 2, 1946, 60 Stat. 850.
Mar. 1, 1955-----	22,500	Sec. 4(a), Public Law 84-9, act of Mar. 2, 1955, 69 Stat. 11.
Jan. 3, 1965-----	30,000	Sec. 204, Public Law 88-426, act of Aug. 14, 1964, 78 Stat. 415.
Mar. 1, 1969-----	42,500	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1975-----	44,600	Automatic adjustment, Oct. 1, 1975, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1976-----	³ 46,800	Automatic adjustment, Oct. 1, 1976, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1977-----	57,500	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978-----	⁴ 60,700	Automatic adjustment, Oct. 1, 1978, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.

¹ Same rates now apply to the Resident Commissioner from Puerto Rico and the Delegates from the District of Columbia, Guam and the Virgin Islands.

² Monthly.

³ Payment of salary was limited to \$44,600 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440, approved Oct. 1, 1976.

⁴ Payment of salary limited to \$57,500 pursuant to Legislative Branch Appropriation Act, 1979, Public Law 95-391.

From 1789 to 1856, Senators and Representatives received per diem pay while Congress was in session, except for the period 1815-

1817 when they received \$1,500 a year. First established at \$6 a day, per diem was raised to \$8 in 1818 and remained there until 1856 when Members of Congress were placed on annual salaries.

Economy legislation in the period 1932-35 reduced the compensation of Members of Congress 15 percent, 10 percent, and 5 percent successively during that period. Full compensation was restored April 1, 1935.

RETIREMENT

Participation in the civil service retirement system (5 U.S.C. 8331-8348) is available to the Members of Congress on their application.

ALLOWANCES

\$2,500 expense allowance per annum effective January 3, 1947, to assist in defraying expenses relating to official duty, for which no tax liability shall incur. Section 601(b), act of August 2, 1946, 60 Stat. 850.

Effective January 3, 1953, expense allowance made subject to tax liability. Section 619(d), act of October 20, 1951 (Revenue Act of 1951) 65 Stat. 570.

Effective March 1, 1955, the expense allowance provisions of the 1946 act were repealed. Section 4(b), act of March 2, 1955, 69 Stat. 11.

CABINET OFFICERS

Year	Amount	Statutory authority
1789-----	\$3, 500	Act of Sept. 11, 1789, 1 Stat. 68.
1799-----	5, 000	Act of Mar. 2, 1799, 1 Stat. 730.
1819-----	6, 000	Act of Feb. 20, 1819, 3 Stat. 484.
1853-----	8, 000	Act of Mar. 3, 1853, 10 Stat. 212.
1873-----	10, 000	Act of Mar. 3, 1873, 17 Stat. 486.
1874-----	8, 000	Act of Jan. 20, 1874, 18 Stat. (pt. 3) 4.
1907-----	12, 000	Sec. 4, Public Law 59-129, Feb. 26, 1907.
1925-----	15, 000	Sec. 4, Public Law 68-624, Mar. 4, 1925.
1949-----	22, 500	Sec. 1, Public Law 81-359, Oct. 15, 1949.
1956-----	25, 000	Sec. 102, Public Law 84-854, July 31, 1956.
1964-----		(Included under level I of the Executive Schedule.)

The above rates have not applied to every job in the President's Cabinet through the years, but each rate was generally recognized as the established rate for the head of an executive department.

In 1873, the rates for top Government officials were increased, but the increases were repealed the next year.

Economy legislation effective in 1932-35 reduced rates 15 percent, 10 percent, and 5 percent successively during that period. Full salary was restored April 1, 1935.

THE EXECUTIVE SCHEDULE

Level	1964 ¹	1967 ²	1969 ³	1975 ⁶	1976 ⁶	1977 ³	1978 ⁶
I-----	\$35,000	(⁴)	⁵ \$60,000	\$63,000	⁷ \$66,000	\$66,000	⁸ \$69,600
II-----	30,000	(⁴)	42,500	44,600	⁷ 46,800	57,500	⁸ 60,700
III-----	28,500	\$29,500	40,000	42,000	⁷ 44,000	52,500	⁸ 55,400
IV-----	27,000	28,750	38,000	39,900	⁷ 41,800	50,000	⁸ 52,800
V-----	26,000	28,000	36,000	37,800	⁷ 39,600	47,500	⁸ 50,100

¹ Sec. 303, Public Law 88-426, approved Aug. 14, 1964.

² Sec. 215, Public Law 90-206, approved Dec. 16, 1967.

³ Adjustments based on recommendations of Commission on Executive, Legislative, and Judicial Salaries (sec. 225, Public Law 90-206, approved Dec. 16, 1967).

⁴ No change.

⁵ Public Law 93-178, approved Dec. 10, 1973, reduced the rate for Attorney General Saxbe to \$35,000. Level I rate for position restored effective Feb. 4, 1975, Public Law 94-2, approved Feb. 18, 1975.

⁶ Automatic adjustments, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.

⁷ Pursuant to the Legislative Branch Appropriation Act of 1977, Public Law 94-440, approved Oct. 1, 1976, pay for these positions was limited to the rate in effect on Sept. 30, 1976, i.e., the 1975 rates.

⁸ Pursuant to Legislative Branch Appropriation Act, 1979, Public Law 95-391, pay for these positions was limited to the rate in effect on September 30, 1978, i.e., the 1977 rates.

Note.—The President's recommendations for 1974 (Appendix, 1975 Fiscal Year Budget, p. 1030) were vetoed by S. Res. 293, adopted by a vote of 71-26 on Mar. 6, 1974.

Level I—Cabinet officers.

Level II—Deputy Secretaries of major departments, Secretaries of military departments and heads of major agencies.

Level III—Deputy Secretaries of minor departments, heads of middle level agencies.

Level IV—Assistant Secretaries and General Counsels of departments, heads of minor agencies, members of certain Boards and Commissions.

Level V—Administrators, Commissioners, Directors, and Members of Boards, Commissions, or units of agencies.

FEDERAL JUDGES' SALARY RATES, 1789-1978

Year	Chief Justice of the United States	Associate Justices	Circuit Court of appeals judges ¹	District court judges	Court of claims judges	Court of customs and patent appeals judges	Customs court judges ²
1789-----	\$4,000	\$3,500					
	1 Stat. 72	1 Stat. 72					
1819-----	\$5,000	\$4,500					
	3 Stat. 484	3 Stat. 484					
1855-----	\$6,500	\$6,000			\$4,000		
	10 Stat. 655	10 Stat. 655			10 Stat. 612		
1869-----			\$5,000				
			16 Stat. 45				
1871-----	\$8,500	\$8,000	\$6,000				
	16 Stat. 494	16 Stat. 494	16 Stat. 494				
1872-----					\$4,500		
					17 Stat. 85		
1873-----	\$10,500	\$10,000					
	17 Stat. 486	17 Stat. 486					
1891-----				³ \$5,000			
				26 Stat. 783			
1903-----	\$13,000	\$12,500	\$7,000	\$6,000	⁴ \$6,500		
	32 Stat. 825	32 Stat. 825	32 Stat. 825	32 Stat. 825	32 Stat. 825		
1910-----						\$7,000	
						36 Stat. 530	
1911-----	\$15,000	\$14,500					
	36 Stat. 1152	36 Stat. 1152					
1919-----			\$8,500	\$7,500	⁴ \$8,000	\$8,500	
			40 Stat. 1157	40 Stat. 1156	40 Stat. 1157	40 Stat. 1157	
			\$12,500	\$10,000	\$12,500	\$12,500	
1926 ⁵ -----	\$20,500	\$20,000	44 Stat. 919	44 Stat. 919	44 Stat. 919	44 Stat. 919	\$10,000
	44 Stat. 919	44 Stat. 919					44 Stat. 919

FEDERAL JUDGES' SALARY RATES, 1789-1978—Continued

Year	Chief Justice of the United States	Associate Justices	Circuit Court of appeals judges ¹	District court judges	Court of claims judges	Court of customs and patent appeals judges	Customs court judges ³
1946	\$25,500	\$25,000	\$17,500	\$15,000	\$17,500	\$17,500	\$15,000
	60 Stat. 716	60 Stat. 716	60 Stat. 716	60 Stat. 716-717	60 Stat. 716	60 Stat. 716	60 Stat. 717
1955	\$35,500	\$35,000	\$25,500	\$22,500	\$25,500	\$25,500	\$22,500
	69 Stat. 9	69 Stat. 9	69 Stat. 10	69 Stat. 10	69 Stat. 10	69 Stat. 10	69 Stat. 10
1964	\$40,000	\$39,500	\$33,000	\$30,000	\$33,000	\$33,000	\$30,000
	78 Stat. 434	78 Stat. 434	78 Stat. 434	78 Stat. 434	78 Stat. 434	78 Stat. 434	78 Stat. 434
1969 ⁶	\$62,500	\$60,000	\$42,500	\$40,000	\$42,500	\$42,500	\$40,000
1975 ⁷	\$65,600	\$63,000	\$44,600	\$42,000	\$44,600	\$44,600	\$42,000
	89 Stat. 419	89 Stat. 419	89 Stat. 419	89 Stat. 419	89 Stat. 419	89 Stat. 419	89 Stat. 419
1976 ⁷	\$68,800	\$66,000	\$46,800	\$44,000	\$46,800	\$46,800	\$44,000
1977 ⁶	\$75,000	\$72,000	\$57,500	\$54,500	\$57,500	\$57,500	\$54,500
1978 ⁷	\$79,100	\$76,000	\$60,700	\$57,500	\$60,700	\$60,700	\$57,500

¹ Circuit courts were established in 1789. The 13 judicial districts were divided into 3 circuits with 2 Justices of the Supreme Court and the district judge of the district of jurisdiction presiding (1 Stat. 74-75). Under the reorganization of the judicial system in 1869, 9 circuit judges were appointed and ordered to sit with designated Supreme Court Justices and district judges (16 Stat. 44-45). The Circuit Court of Appeals was established in 1891 (26 Stat. 826).

² The Board of General Appraisers was designated as the "U.S. Customs Court" by an act of May 28, 1926 (44 Stat. 669).

³ Prior to 1891, salaries of the district judges varied among the several districts. The 13 district judgeships established in 1789 ranged in salaries from \$800 to \$1,800 (1 Stat. 72). An act in 1891 established a uniform salary (26 Stat. 783).

⁴ Rate for presiding judge; others received \$500 less.

⁵ The salaries of Federal judges were unaffected by the reductions which took place during the period 1932 to 1935. Article III, section 1, of the Constitution provides that Federal judges' compensation "shall not be diminished during their continuance in office."

⁶ See p. 21 for information on the Commission on Executive, Legislative, and Judicial Salaries.

⁷ Automatic adjustment, Public Law 94-82, 89 Stat. 419.

⁸ Pursuant to the Legislative Branch Appropriation Act of 1977, Public Law 94-440, approved Oct. 1, 1976, pay for these positions was limited to the rate in effect on Sept. 30, 1976, i.e., the 1975 rates.

⁹ Pursuant to the Legislative Branch Appropriation Act of 1979, pay for these positions was limited to the rate in effect on Sept. 30, 1978, i.e., the 1977 rates.

CLASSIFIED EMPLOYEES

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
July 1, 1945	15.9	20 percent, for all employees, on 1st \$1,200; 10 percent on next \$3,400; 5 percent on remainder, subject to ceiling of \$10,000.	79-106, June 30, 1945.
July 1, 1946	14.0	14 percent for all employees, subject to ceiling of \$10,000.	79-390, May 24, 1946.
July 30, 1948	11.0	\$330 for all employees, subject to ceiling of \$10,300.	80-900, July 3, 1948.
Oct. 28, 1949	4.0	\$140 for all employees, subject to ceiling of \$14,800.	81-429, Oct. 28, 1949.
June 30, 1951	10.0	10 percent for all employees, subject to minimum increase of \$300; maximum increase of \$800, and ceiling of \$14,800.	82-201, Oct. 24, 1951.
Feb. 28, 1955	7.5	7.5 percent for all employees, subject to ceiling of \$14,800.	84-94, June 28, 1955.
June 30, 1956	-----	Ceiling of \$16,000.	84-854, July 31, 1956.
Jan. 1, 1958	10.0	10 percent for all employees, subject to ceiling of \$17,500.	85-462, June 20, 1958.
July 1, 1960	7.5	7½ percent for all employees.	86-568, July 1, 1960.
Oct. 11, 1962	5.5	5.5 percent for all employees Oct. 11, 1962, plus additional step for 1st 3 grades; 4.1 percent January 1964.	87-793, Oct. 11, 1962.
Jan. 1, 1964	4.2	4.2 percent for all employees.	88-426, Aug. 14, 1964.
July 1, 1964	4.2	4.2 percent for all employees.	89-301, Oct. 29, 1965.
Oct. 1, 1965	3.6	3.6 percent for all employees.	89-504, July 18, 1966.
Oct. 1, 1966	2.9	2.9 percent for all employees.	90-206, Dec. 16, 1967.
July 1, 1967	4.5	4.5 percent for all employees.	90-206, Dec. 16, 1967.
Oct. 1, 1967	4.5	4.5 percent for all employees.	H. Doc. 90-327.
July 1, 1968	4.9	3 percent minimum, or ½ comparability.	91-231, Apr. 15, 1970.
July 1, 1969	9.1	Full comparability.	5 U.S.C. 5305.
Dec. 27, 1969	6.0	6 percent for all employees.	92-210, Dec. 22, 1971.
Jan. 1, 1971	6.0	6.0 percent for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Jan. 1, 1972	5.5	5.5 percent for all employees.	5 U.S.C. 5305.
Jan. 1, 1973 ¹	5.1	5.1 percent for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Jan. 1, 1973	4.8	4.8 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1973	4.8	4.8 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1974	5.5	5.5 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1975	5.0	5.0 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1976	4.8	Increase varies from 4.24 percent to 11.83 percent (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1977	7.05	7.05 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1978	5.5	5.5 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.

¹ Effective date of Jan. 1, 1973, was subsequently changed, retroactively, to Oct. 1, 1972, by Executive Order 11777 (Apr. 12, 1974), as result of court case (*National Treasury Employees Union v. Richard M. Nixon*, 492 F. 2d 587).

POSTAL EMPLOYEES

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
July 1, 1945	20.0	20 percent or \$400, which ever is the lesser.	79-134, July 6, 1945.
Jan. 1, 1946	20.0	\$400 for annual rate employees; 20 cents per hour for hourly rate employees; 20 percent for 4th-class postmasters.	79-386, May 21, 1946.
June 30, 1948	25.0	\$450 for annual rate employees; 25 cents per hour for hourly rate employees; 25 percent for 4th-class postmasters.	80-900, July 3, 1948.
Nov. 1, 1949	5.0	\$120 for annual rate employees; $2\frac{1}{2}$ cents per hour for hourly rate employees; 5 percent for 4th-class postmasters; \$200 increase in entrance salary for regular employees; \$100 increase in entrance salary for temporary employees; 3 longevity grades.	81-428, Oct. 28, 1949.
July 1, 1951	20.0	\$400 for annual rate employees; 20 cents per hour for hourly rate employees; 20 percent for 4th-class postmasters; advancement of 2 grades for most employees.	82-204, Oct. 24, 1951.
Mar. 1, 1955	6.0	6 percent for all employees; 2.1 percent upon reclassification of positions.	84-68, June 10, 1955.
Dec. 3, 1955	2.1		
Jan. 1, 1958	10.0	$7\frac{1}{2}$ percent for all employees; $2\frac{1}{2}$ -percent additional temporary increase, levels 1-6; $1\frac{1}{2}$ -percent additional temporary for level 7. ($2\frac{1}{2}$ -percent temporary extended to all levels.—Public Law 85-462, June 20, 1958.)	85-426, May 27, 1958.
July 1, 1960	8.0	8.4 percent, levels 1-6; $7\frac{1}{2}$ percent above level 6.	86-568, July 1, 1960.
Oct. 11, 1962	8.6	8.6 percent for all employees, plus additional step for 1st 4 levels.	87-793, Oct. 11, 1962.
Jan. 1, 1964	2.6	2.6 percent for all employees.	
July 1, 1964	5.6	5.6 percent for all employees.	88-426, Aug. 14, 1964.
Oct. 1, 1965	3.6	3.6 percent for all employees.	89-301, Oct. 29, 1965.
July 1, 1966	2.9	2.9 percent for all employees.	89-504, July 18, 1966.
Oct. 1, 1967	6.0	6.0 percent for all employees, including 1 salary level advancement.	90-206, Dec. 16, 1967.
July 1, 1968	5.0	5.0 percent for all employees.	Do.
July 1, 1969	4.7	Full comparability.	H. Doc. 91-131.
Dec. 27, 1969	6.0	6.0 percent for all employees.	91-231, Apr. 15, 1970.

POSTAL EMPLOYEES—Continued

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
Apr. 16, 1970	8.0	8.0 percent for all employees of POD, including headquarters employees	91-375, Aug. 12, 1970
July 20, 1971	-----	\$250 for all employees covered by the collective-bargaining agreement of July 20, 1971, including employees in levels 1-8 not covered by the agreement.	Do.
Nov. 14, 1971	-----	do-----	Do.
Jan. 20, 1972	-----	do-----	Do.
July 20, 1972	-----	do-----	Do.
Jan. 20, 1973	-----	do-----	Do.
July 21, 1973	-----	\$700 plus cost-of-living ¹ allowance for all employees covered by the 1973 National Agreement.	Do.
July 20, 1974	-----	\$400 plus cost-of-living allowance for all employees covered by the National Agreement.	Do.
July 21, 1975	-----	\$400 plus cost-of-living allowance for all employees covered by the 1975 National Agreement.	Do.
Mar. 21, 1976	-----	\$250 plus cost-of-living allowance for all employees covered by the 1975 National Agreement.	Do.
Nov. 21, 1976	-----	do-----	Do.
July 21, 1977	-----	\$600 plus cost-of-living allowance for all employees covered by the 1975 National Agreement.	Do.
July 21, 1979	-----	3 percent per annum above the basic annual salary schedule in effect as of July 20, 1979, plus cost-of-living allowance (1978 National Agreement).	Do.
July 21, 1980	-----	\$500 plus cost-of-living allowance (1978 National Agreement)	Do.

¹ Cost-of-living increases: Nov. 1973, \$146; May 11, 1974, \$395; Nov. 9, 1974, \$457; May 1975, \$312; Nov. 1975, \$146; May 1976, \$208; Nov. 1976, \$270; May 1977, \$291; Nov. 1977, \$291; May 1978, \$312; Nov. 1978, \$187.

SALARY INCREASE BILLS VETOED

Bill	Amount of increase	Action taken
83d Cong., H.R. 7774.-----	Classified employees: 5-percent increase with minimum of \$170 and maximum of \$440. Postal field service employees: 5-percent increase with minimum of \$200 and maximum of \$440.	Presidential memorandum of disapproval, Aug. 23, 1954. (Pocket veto.)
84th Cong., S. 1.-----	Postal field service employees: 9-percent increase.-----	Vetoed May 19, 1955. Senate sustained veto May 24, 1955.
85th Cong., H.R. 2462.-----	Classified employees: 11-percent increase.-----	Presidential memorandum of disapproval, Sept. 7, 1957. (Pocket veto.)
85th Cong., H.R. 2474.-----	Postal field service employees: 12-percent average increase.	Do.
86th Cong., H.R. 9883.-----	7½ percent for all employees.-----	Vetoed June 30, 1960. Veto overridden (Public Law 86-568).
91st Cong., H.R. 17809.---	Prevailing rate pay systems.-----	Presidential memorandum of disapproval, Jan. 2, 1971.

COMMISSION ON EXECUTIVE, LEGISLATIVE, AND JUDICIAL SALARIES

Section 225, Public Law 90-206, approved December 16, 1967, 2 U.S.C. 351, authorized the appointment of a Commission on Executive, Legislative, and Judicial Salaries to serve for the period of the 1969 fiscal year, and the appointment of a new Commission to serve during the period of every fourth fiscal year following the 1969 fiscal year.

The Commission is composed of nine members, three appointed by the President, two by the President of the Senate, two by the Speaker of the House, and two by the Chief Justice of the United States.

The Commission is required to conduct quadrennial reviews of, and recommend rates of pay for, Members of Congress, the principal officials of the legislative branch, the judiciary, and the principal officials of the executive branch. The quadrennial reviews and recommendations are to be submitted to the President, who, in turn, is required to include in his next budget to the Congress, his recommendations as to the exact rates of pay he deems advisable.

Prior to the enactment of Public Law 95-19, approved April 12, 1977, the President's recommendations became effective automatically, unless within approximately 30 days after the recommendations were submitted to the Congress, the Congress enacted a statute establishing different rates of pay, or one of the Houses of Congress disapproved all or any part of the recommendations.

Title IV of Public Law 95-19, the Federal Salary Act Amendments of 1977, amended section 225 to require that recommendations transmitted by the President pursuant to that section be approved within 60 days by a majority vote of both Houses in order to become effective.

FISCAL YEAR 1969

The Commission's study and recommendations for fiscal year 1969 were submitted to the President in December 1968, and the President, in turn, submitted his recommendations to the Congress with his budget message in January 1969 (see H. Doc. No. 91-51). On February 4, 1969, the Senate, by a vote of 34-47, defeated a resolution (Senate Res. 82) proposing to disapprove the President's recommendations. On February 5, 1969, the House Rules Committee voted to table a resolution (H. Res. 142) providing for the adoption of a resolution (H. Res. 133) which was before the Post Office and Civil Service Committee, proposing to disapprove the President's recommendations.

Since neither House adopted a resolution of disapproval, the President's recommendations became effective in February and March 1969, as applicable for each group of officials after the end of the 30-day period following the submission of the President's recommendations.

FISCAL YEAR 1973

The appointment of the members to the Commission for fiscal year 1973 was not completed until December 11, 1972, too late for the Commission to conclude a review and formulate a report to the President in time for him to include recommendations in his budget presentation in January 1973.

The Commission's report was submitted to the President late in June 1973, and the President's recommendations were submitted to the Congress with the budget on February 4, 1974 (see p. 1030, Appendix to Fiscal Year 1975 Budget).

The President's recommendations were vetoed upon adoption of Senate Resolution 293 on March 6, 1974, by a vote of 71 to 26. House Resolution 807, disapproving the President's recommendations was reported to the House on March 4, 1974 (H. Rept. 93-870) but was not acted on by the House.

FISCAL YEAR 1977

The Commission's study and recommendations for fiscal year 1978 were submitted to the President on December 2, 1976, and the President, in turn, submitted his recommendations to the Congress with his budget message on January 17, 1977 (see H. Doc. No. 95-47). On February 1, 1977, the Senate, by a vote of 56-42, tabled an amendment to a resolution (S. Res. 4) which proposed to disapprove the President's recommendations. On February 16, 1977, a special Ad Hoc Subcommittee on Presidential Pay Recommendations of the House Committee on Post Office and Civil Service met and voted: (1) by a record vote of 1-4, not to approve for full committee consideration House Resolution 201 (disapproving all of the President's recommendations); (2) by a voice vote, not to report House Resolution 152 (disapproving Members' pay increases only); (3) by a record vote of 1-4, not to report House Resolution 201, without recommendation, to the full committee; and (4) by a voice vote, to table all House Resolutions similar to House Resolution 201 and House Resolution 152.

Since neither House adopted a resolution of disapproval, the President's recommendations became effective in February and March 1977, as applicable for each group of officials after the end of the 30-day period following the submission of the President's recommendations.

EXECUTIVE SALARY COST-OF-LIVING ADJUSTMENT ACT

(PUBLIC LAW 94-82, AUGUST 9, 1975)

This Act provides annual (generally October 1 of each year) automatic adjustments in the rates of pay of executives by amounts rounded to the nearest multiple of \$100, equal to the percentage of such rates of pay which corresponds to the overall average percentage of the annual comparability adjustment in the rates of pay under the General Schedule (5 U.S. Code 5305). The annual adjustments apply to the rates of pay for Members of Congress, judges, positions under the Executive Schedule, and other top positions under the Executive, Legislative, and Judicial Branches.

OCTOBER 1, 1975

Overall average increase of 5 percent, House Document 94-233, Executive Order 11883, October 6, 1975.

OCTOBER 1, 1976

Pursuant to Public Law 94-82 and Executive Order 11941, October 1, 1976, the rates of pay of the principal officials of the executive, legislative and judicial branches were adjusted by amounts (rounded to the nearest multiple of \$100) equal to 4.83 percent—the overall average percentage increase in the rates of pay under the General Schedule. However, under the Legislative Branch Appropriation Act, 1977, Public Law 94-440, approved October 1, 1976, funds are not available to pay the salaries of these principal officials at rates in excess of the rates which were in effect on September 30, 1976. The positions involved are those referred to in section 225(f) of the Federal Salary Act of 1967 (2 U.S. Code 356), such as the Vice President, Members of Congress, Judges, positions under the Executive Schedule and certain other specific legislative positions. The Comptroller General has ruled that the language contained in the legislative appropriation act does not suspend the operation of Public Law 94-82 and, thus, is not a limitation on the *rates of pay* established thereunder. However, the language does prohibit the use of fiscal year 1977 funds to pay salary increases to the principal officials of the executive, legislative and judicial branches. Therefore, while the legal rates of pay for these positions have been increased, the principal officials will continue to be paid at the salary rates that were in effect on September 30, 1976.

OCTOBER 1, 1977

There was no adjustment in October 1977, because of the enactment of Public Law 95-66. That law provided that the first comparability adjustment which would be made after its enactment pursuant to the Executive Salary Cost-of-Living Adjustment Act would not take effect. The effect of this legislation was to deny the anticipated October 1977 pay comparability adjustment to the Vice President, Members of Congress, Federal judges and justices, executive branch officials under the executive schedule, and certain other officials in the legislative and judicial branches whose pay is established under section 225 of the Federal Salary Act of 1967 (Public Law 90-206).

OCTOBER 1, 1978

Pursuant to Public Law 94-82 and Executive Order 12087, October 7, 1978, the rates of pay of the principal officials of the executive, legislative and judicial branches were adjusted by amounts (rounded to the nearest multiple of \$100) equal to 5.5 percent—the overall average percentage increase in the rates of pay under the General Schedule. However, under the Legislative Branch Appropriation Act, 1979, Public Law 95-391, funds are not available to pay the salaries of these positions at rates in excess of the rates which were in effect on September 30, 1978. With respect to the effect of the appropriation act limitation, see the discussion on page 23 concerning the October 1, 1976 increase.

PAY COMPARABILITY

THE FEDERAL PAY COMPARABILITY ACT OF 1970

(Public Law 91-656, 5 U.S.C. 5305-5308)

This act provides a permanent method of adjusting the rates of pay of Federal employees who are paid under the statutory pay systems—General Schedule, Foreign Service, and Physicians, Dentists, and Nurses of the Veterans' Administration. The act also authorizes adjustments to be made in the rates of pay of employees of the legislative, judicial, and executive branches of the Government of the United States and of the government of the District of Columbia (except employees whose pay is disbursed by the Secretary of the Senate or the Clerk of the House) whose rates of pay are fixed by administrative action pursuant to law, and are not otherwise adjusted by the President.

The procedure requires the President to direct such agent as he considers appropriate (normally the Chairman of the Civil Service Commission and the Director, Office of Management and Budget) to prepare and submit to him annually a report—

- That compares the rates of pay of the statutory pay systems with the pay in private industry on the basis of the annual survey of the Bureau of Labor Statistics;

- That makes recommendations for adjustments in rates of pay based on comparability; and

- Includes the views and recommendations of the Federal Employees Pay Council, established by this act, which is comprised of representatives of employee organizations.

There is also established a three-member Advisory Committee on Federal Pay, an independent establishment, to assist the President in carrying out the policy of this act. This Committee shall—

- Review the annual report of the President's agent;

- Consider such further views and recommendations from employee organizations, the President's agent, other officials of the Government, or such experts as it may consult; and

- Report its findings and recommendations to the President.

The President, after considering the report of his agent and the findings and recommendations of the Advisory Committee on Federal Pay, is required to make adjustments in the statutory rates of pay as he determines appropriate to carry out the comparability principles, effective October 1 of each year. The President is required to transmit to Congress a report of the pay adjustments he makes, together with the reports submitted to him by his agent and the Advisory Committee on Federal Pay.

ALTERNATE PAY PROPOSAL

If, because of a national emergency or economic conditions affecting the general welfare, the President determines it inappropriate to make the pay comparability adjustments, he shall prepare and transmit to the Congress, before September 1, an alternate pay adjustment plan. The alternate plan would become effective on October 1 and would continue unless within 30 days after receiving it, Congress vetoed the plan. In such event, the President is required to issue the original comparability adjustments. The congressional veto of an alternate plan would follow a procedure similar to the procedure established for congressional disapproval of an executive reorganization plan.

INITIAL ADJUSTMENTS

The 1970 act authorized the President to make the first two comparability adjustments effective on the first applicable pay period commencing on or after January 1, 1971, and January 1, 1972, respectively, rather than October 1 of each year, as provided for the subsequent adjustments.

JANUARY 1971

The first comparability increase under the 1970 act was placed into effect as of the first pay period after January 1, 1971, under Executive Order 11576, dated January 8, 1971.

JANUARY 1972

The President sent an alternative plan to the Congress, dated August 31, 1971 (H. Doc. No. 92-158) proposing that the January 1972 comparability increase be delayed until July 1972. On October 4, 1971, the House, by a vote of 174-207, failed to approve House Resolution 596, disapproving the alternative pay plan. The Senate did not vote on a disapproval resolution. Since the alternate plan was not disapproved by either House of Congress within the 30 calendar days of continuous session of the Congress following the submission of such plan, as permitted under 5 U.S.C. 5305(c), the alternative plan became effective automatically.

Subsequently, section 3 of the Economic Stabilization Act Amendments of 1971 (Public Law 92-210, December 22, 1971) directed the President to place the January 1972 comparability adjustments into effect as of the first day of the first pay period which began after January 1, 1972, in amounts which would not be greater than the wage guidelines established for wage and salary adjustments for the private sector. The President placed such comparability adjustments into effect as of the first day of the first pay period beginning after January 1, 1972, under Executive Order 11637, dated December 22, 1971.

OCTOBER 1972

The next comparability increase was due on October 1, 1972. On August 31, 1972, the President sent a message to the Congress (House

Doc. No. 92-349) advising that on the basis of the provisions of section 3 of the Economic Stabilization Act Amendments of 1971, he would recommend that the increases necessary to achieve comparability be paid starting January 1, 1973, rather than on October 1, 1972, in order that the Federal employees have only one pay increase during calendar year 1972. These comparability pay increases were placed into effect on the first day of the first pay period which began on or after January 1, 1973, under Executive Order 11691, dated December 15, 1972.

Subsequently, it was held in the case of *National Treasury Employees Union v. Richard M. Nixon*, 492 F. 2d 587, that the delay to January 1973 was improper. Executive Order 11777, April 12, 1974, amended Executive Order 11691, December 15, 1972, to provide that the pay raises granted by Executive Order 11691 were to be retroactively effective to October 1972 rather than January 1973.

OCTOBER 1, 1973

The President, on August 31, 1973, sent an alternative plan to the Congress (H. Doc. No. 93-140) proposing to delay the October 1973 increase until the first pay period beginning on or after December 1, 1973. On September 28, 1973, the Senate, by a vote of 72-16, approved the resolution (S. Res. 171) disapproving the President's alternative plan to delay the comparability adjustment from October 1 to December 1, 1973.

There was no action in the House on a comparable resolution. The adjustments became effective on the first day of the first pay period beginning on or after October 1, 1973, under Executive Order 11739, dated October 3, 1973.

OCTOBER 1, 1974

The President on August 31, 1974, sent an alternative plan to the Congress (H. Doc. 93-342) proposing to delay the October 1974 increase until January 1975.

On September 19, 1974, the Senate, by a vote of 6n4-35, approved the resolution (S. Res. 394) disapproving the President's alternative plan to delay the comparability adjustment from October 1974 to January 1975.

There was no action on a comparable House Resolution (H. Res. 1351). The adjustment became effective in October 1974 under Executive Order 11811, October 7, 1974.

OCTOBER 1, 1975

The President, on August 29, 1975, sent an alternative plan to the Congress (H. Doc. 94-233) proposing a 5 percent increase in lieu of an 8.66 percent increase required to achieve comparability.

On September 18, 1975, the Senate, by a vote of 39-53, failed to approve the resolution (S. Res. 239) proposing to disapprove the President's alternative plan for a 5 percent adjustment.

On October 1, 1975, the House, by a vote of 278 to 123, voted to table a motion to discharge the Post Office and Civil Service Com-

mittee from further consideration of the resolution (H. Res. 688) proposing to disapprove the President's alternative plan. Previously, on September 25, 1975, the committee, by a vote of 8-14, defeated a motion to report H. Res. 688.

OCTOBER 1, 1976

On October 1, 1976, the President issued Executive Order 11941 adjusting the rates of pay under the statutory pay systems by an average of 4.83 percent.

OCTOBER 1, 1977

On September 29, 1977, the President issued Executive Order 12010 adjusting the rates of pay under the statutory pay systems by an average of 7.05 percent.

OCTOBER 1, 1978

The President, on August 31, 1978, sent an alternative plan to the Congress (H. Doc. No. 95-378) proposing a 5.5 percent increase in lieu of an 8.4 percent increase required to achieve comparability. Neither House of Congress took any action to disapprove the President's alternative plan. Therefore, on October 7, 1978, the President issued Executive Order 12087 adjusting the rates of pay under the statutory pay systems by 5.5 percent.

PART III.—RETIREMENT ANNUITY ADJUSTMENTS

CIVIL SERVICE RETIREMENT ANNUITY ADJUSTMENTS

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
Apr. 1, 1948	25.0	Annuity formula liberalized for future retirees, automatic survivor annuity protection provided, and those already retired given option of (a) the lesser of 25 percent or \$300 increase; or (b) retention of present annuity and 50 percent surviving widow's annuity, up to \$600. Average annuity was only about \$1,200.	80-462, Feb. 28, 1948.
Sept. 1, 1950	-----	Annuity increase on the rolls before Apr. 1, 1948, were given the option of increases provided by Public Law 80-426, or survivor benefits if they had not chosen it in 1948.	81-601, July 6, 1950.
Sept. 1, 1952	25.0	Temporary cost-of-living increase of \$36 for each 6-month period on retired rolls, with a maximum increase of the lesser of 25 percent of \$324 and no annuity to be increased beyond \$2,160. Average annuity was under \$1,400.	82-555, July 16, 1952.
Oct. 1, 1954	-----	Temporary increase under Public Law 82-555 made permanent. The maximum ceiling of \$2,160 was made inoperative as to any portion of a benefit purchased by voluntary contributions.	83-747, Aug. 31, 1954.
Oct. 1, 1955	12.0	If annuity commences between: Aug. 20, 1920-June 30, 1955----- July 1-Dec. 31, 1955----- Jan. 1-June 30, 1956----- July 1-Dec. 31, 1956----- Jan. 1-June 30, 1957----- July 1-Dec. 31, 1957-----	84-369, Aug. 11, 1955.

<i>Annuity not in excess of \$1,500 shall be increased by (percent)-----</i>	<i>Annuity in excess of \$1,500 shall be increased by (percent)-----</i>
12	8
10	7
8	6
6	4
4	2
2	1

Maximum annuity increase subject to ceiling of \$4,104. The percentage increases in annuities were correlated to give recognition to salary increase provided from and after March 1955. Majority of annuities were \$1,500 or less.

COST OF LIVING ADJUSTMENTS IN ANNUITIES

5 U.S.C. 8340

Section 1306 of Public Law 94-440 (Legislative Branch Appropriation Act, 1977), approved October 1, 1976, amended the cost-of-living provisions of the civil service retirement law (5 U.S.C. 8340(b)) in two major respects. The amendment eliminated the 1 percent that was added to each cost-of-living adjustment and established a new method of adjusting civil service retirement annuities. Under the new procedure, the Civil Service Commission is required, in January and July of each year, to determine the percent change in the consumer price index over the preceding 6-month period. If a rise in the price index has occurred, each annuity is increased, effective March 1 in the case of the January determination and September 1 in the case of the July determination, by the percent change, adjusted to the nearest one-tenth of 1 percent.

Prior to October 1, 1976, section 8340(b) of title 5, United States Code, provided that whenever the price index increased by at least 3 percent over the index for the month used as the base for the most recent cost-of-living increase, and remained at or exceeded 3 percent for 3 consecutive months, each annuity would be increased by an amount equal to the highest percentage rise in the index during the 3 consecutive months, plus an additional 1 percent. The annuity increases became effective on the first day of the third month following the 3-consecutive-month period. That procedure for providing cost-of-living adjustments resulted from several amendments to the civil service retirement provisions.

The 1962 amendments to the Civil Service Retirement Act (Public Law 87-793; 76 Stat. 869) provided that whenever the Consumer Price Index of the Bureau of Labor Statistics rose by an average of 3 percent or more for a full calendar year above the average base year, a comparable percentage increase in retirees' annuities would become effective on April 1 of the following year. If the increase in the Consumer Price Index was not 3 percent, the Civil Service Commission had to wait until the following January 1 for another determination.

The 1965 amendments to the Civil Service Retirement Act (Public Law 89-205; 79 Stat. 840) geared cost-of-living adjustments to a more sensitive monthly indicator instead of the average calendar year indicator. These amendments provided that whenever the Consumer Price Index rose 3 percent or more for 3 consecutive months, annuities would be increased by the highest percentage during such 3 months with the increase taking effect on the first day of the third month following the 3-consecutive-month period.



Section 204 of Public Law 91-93 (83 Stat. 139) amended the cost of living provisions of law to include an additional 1 percent adjustment when each cost-of-living adjustment was made. The additional 1 percent adjustment feature was added to take into account the 5-month period which elapsed between the initial month in which the Consumer Price Index rose by 3 percent over the previous base month and the month in which the increase was reflected in the annuity check

